



Town of Boxborough Police Department



John T. Szewczyk
Interim Chief of Police

December 5, 2022

Sgt. Brett A. Pelley,

The Town of Boxborough has contracted Paul L'Italien to conduct an investigation into education incentives and other payroll matters within the Boxborough Police Department.

You have been identified as a member of the Boxborough Police Department that is to be interviewed.

You are hereby ordered not to discuss this investigation with any person other than union or legal representation. Please contact me so that we can coordinate a time for you to meet with the investigator.

John Szewczyk
Interim Chief of Police
617 467 0936
JSzewczyk@boxborough-ma.gov

Cc: Jeffrey Landgren, Boxborough Police Union President

Sergeant Brett Pelley interview:

Paul L'Italien:

Today's date is December 20th, 2022. The time is 10:30 AM We are at the Boxborough Police Department. My name is Paul L'Italien. I'm a licensed private investigator from Pembroke. My license number is LP0952. I have been hired by KP Law to conduct an independent investigation regarding a matter involving allegations being made against members of the Boxborough Police Department. The person to be interviewed is Sergeant Brett Pelley. Sergeant Pelley. For the record, would you please state your full name, spelling your last name?

Sergeant Pelley:

My name is Brett Pelley. P as in Paul, E-L-L-E-Y.

Paul L'Italien:

Do you acknowledge this interview is being mechanically recorded?

Sergeant Pelley:

I do.

Paul L'Italien:

Okay. Also present is attorney Casey Berkowitz of Sandulli Grace. And Sergeant Pelley, do you agree to answer all my questions truthfully today?

Sergeant Pelley:

Absolutely.

Paul L'Italien:

And how long have you been employed by the Boxborough Police Department?

Sergeant Pelley:

Since July 23rd, 1996. 1997 was full-time.

Paul L'Italien:

Okay. And when did you attain the rank of Sergeant?

Sergeant Pelley:

10 years ago.

Paul L'Italien:

Okay, so 2012, somewhere around there?

Sergeant Pelley:
Yeah, about 2012.

Paul L'Italien:
And what do you as far as your duties and responsibilities here?

Sergeant Pelley:
I'm currently the administrative sergeant, so I have a lot of duties as far as scheduling purposes, public records access officer. I'm also a federally certified commercial motor vehicle inspector, and as well as an accident reconstructionist.

Paul L'Italien:
Okay. And now it's my understanding that the department utilizes a database called DTS?

Sergeant Pelley:
Yes.

Paul L'Italien:
Okay. And are you an administrator in DTS?

Sergeant Pelley:
I am.

Paul L'Italien:
And is it fair to say, would you be the only sergeant, is it that usual level within DTS or is there others that are at that same level?

Sergeant Pelley:
No, we're all at that level.

Paul L'Italien:
Okay.

Sergeant Pelley:
As well as dispatches are at that level too.

Paul L'Italien:
Okay. And I know Lieutenant O'Brien is retired, but was he at that level as well when he was here?

Sergeant Pelley:
Yes.

Paul L'Italien:

Okay. And what education level do you have?

Sergeant Pelley:

I have my associate's degree.

Paul L'Italien:

And where is that from?

Sergeant Pelley:

From Hesser College in Manchester, New Hampshire.

Paul L'Italien:

And when did you attain that?

Sergeant Pelley:

1993.

Paul L'Italien:

Okay. And I understand that sometime in December of 2020 there was a payroll discrepancy discovered and it was brought to the attention of Chief Ryder and it was found that some officers here were being overpaid with their, you were entitled to Quinn Bill versus the stipend amount?

Sergeant Pelley:

Correct.

Paul L'Italien:

Okay. And when did you first find out that you were being overpaid?

Sergeant Pelley:

The day that the chief sent the email out.

Paul L'Italien:

Okay. And he sent the email, I believe it was on December 23rd. Is that the email you're referring to?

Sergeant Pelley:

I forgot my cheaters. Yes. Yep. Sorry to be a Grinch.

Paul L'Italien:

Okay. And it's my understanding that following some administrative review, there was a payment plan set up in which you and some other officers here paid back over the course of some paychecks, the amount that was overpaid to you, to the town.

Sergeant Pelley:

Yes.

Paul L'Italien:

Okay. And did you complete that?

Sergeant Pelley:

Yes.

Paul L'Italien:

Okay. I want to show you some budgetary records that I have here, because Sergeant Pelley, this is, I understand that there was a payback for fiscal year 2020, which covered the timeframe of July of 2020 to December of 2020. But according to the payroll records for fiscal year '19, which was July 1st, 2019 to June 30th, 2020, you were also-

Attorney Berkowitz:

Excuse me, I'm sorry, if I could just interrupt. I think the fiscal years end with the number, so fiscal year 2019 would be ending in 2019 June.

Paul L'Italien:

Okay. My error. Sorry. But as far back as 2019, it says in the budget that you were receiving 20%.

Sergeant Pelley:

I don't know what this document is.

Paul L'Italien:

That's a payroll budget for the police department for the 2019 fiscal year. And again, it shows that in the highlighted-

Attorney Berkowitz:

I don't mean to be a pain but this is just the 2020 budget, fiscal year 2020.

Sergeant Pelley:

Well, that's what it was budgeted at. That's not what I received. I believe the theory behind that is for the budgeting purposes, is if that a person is budgeted, if they achieve

their degree, there'll be money in the budget to pay that person when they achieve that degree.

Paul L'Italien:

Were you working on your degree during that timeframe?

Sergeant Pelley:

I have been.

Paul L'Italien:

Okay.

Sergeant Pelley:

Yes.

Paul L'Italien:

Have you since received your Bachelor's degree?

Sergeant Pelley:

I have not.

Paul L'Italien:

Okay

Sergeant Pelley:

I actually stopped taking classes during COVID when COVID hit.

Paul L'Italien:

Okay.

Sergeant Pelley:

And I haven't gone back.

Paul L'Italien:

And where were you attending you classes?

Sergeant Pelley:

Southern New Hampshire University. And I've also taken classes at Western New England too.

Paul L'Italien:

So it's my understanding that the fiscal year... Okay. So this question came up with the chief in December of 2021? No, it was 2020. Sorry, I don't mean to be argumentative,

but we'll have to clarify that because according to the 2021 budget, which would've gone past the date in which Chief Ryder sent that email, again, it shows two years in which you were budgeted for 20%.

Sergeant Pelley:

Right. That's what was budgeted.

Paul L'Italien:

Okay.

Attorney Berkowitz:

So these budgets both would've been made previous to that email because the 2021 ends in June 2021, but it begins in July 2020. So if the email went out in December, the budget has already been made for that year long in advance.

Paul L'Italien:

Okay. So on that note, this fiscal year 2020 would've ended in June 30th, 2020, it would've began in July of 2019?

Attorney Berkowitz:

Correct.

Paul L'Italien:

Okay. And again, this here represents that you were being paid for the 20%?

Sergeant Pelley:

No, that is incorrect.

Paul L'Italien:

Okay.

Sergeant Pelley:

I wasn't being paid that I was being... That's a budget, you're showing me what was budgeted. That's like a budget worksheet.

Paul L'Italien:

So again, just to clarify though.

Sergeant Pelley:

Sure.

Paul L'Italien:

It says that this would've been your hourly wage, the 30.57.

Sergeant Pelley:

That's what's budgeted. Not what I received.

Paul L'Italien:

But when we go forward to salaries, it says that 42.09 would've been your hourly wage with the added 10% on top of the 10% you're entitled to.

Sergeant Pelley:

I don't understand that question. This is what the budget is, not what I received.

Paul L'Italien:

Okay.

Sergeant Pelley:

Just because it has a number on that in the budget doesn't mean that's what I'm getting on my paycheck. And I would've liked to have received it, but.

Attorney Berkowitz:

Just to be clear, have you seen this document before today?

Sergeant Pelley:

No.

Paul L'Italien:

Okay.

Sergeant Pelley:

And I'm taking that you're showing me the actual budget. That's the budget.

Paul L'Italien:

Yes. Yeah. Yep. This is what I received from-

Sergeant Pelley:

Right, right.

Paul L'Italien:

Town hall.

Sergeant Pelley:

I'm sure you didn't create this document.

Paul L'Italien:

So it's your position that you were not receiving 42.09 an hour,

Sergeant Pelley:

That's what's budgeted.

Paul L'Italien:

The 35.07 is what you were.

Sergeant Pelley:

I don't know, to be honest with you. I have no idea. This was so screwed up, but I understand. I understand the budget. Yeah, I understand the budgeting. If you look at it, it looks like that that's what I would've receive. But the purpose for budgeting like that will be if a person received their degree. I think the theory behind this is, am I understanding making a budget would be that you would want to be prepared.

Paul L'Italien:

I agree.

Sergeant Pelley:

If anything came up. So they would budget for, if an officer had a bachelor's degree, they should budget the next budget year if he's working on it, that officer's working on their masters, you're going to want to budget for that.

Paul L'Italien:

Yep. And I understand that's the theory behind it, but again, respectfully, it was two years in a row. Did you communicate with Chief Ryder regarding your attaining that degree during one of those years that you were potentially-

Sergeant Pelley:

I mean, I had been working on my bachelor's for quite a few years now. Just kind of plugging along at it as I had time.

Paul L'Italien:

Okay. So then this number over here on the right. So it says here, and again, this is with the 20%, you would've been making 88,000 for a salary that year.

Sergeant Pelley:

I don't know.

Paul L'Italien:

I mean, respectfully, the 10% difference would represent \$8,000.

Sergeant Pelley:

It's a huge difference. Yeah. I want to get it done before I get out of here.

Paul L'Italien:

But were you aware that you were potentially making \$8,000 more than you were entitled to, or your position is that you weren't?

Sergeant Pelley:

No.

Paul L'Italien:

Okay. Now there's an allegation that Chief Ryder allowed some officers here to get paid for the next educational rate while they were working on their degree. Is that true?

Sergeant Pelley:

No.

Paul L'Italien:

Okay. There was never a discussion with Chief Ryder about while you're going to school, I'll pay for it.

Sergeant Pelley:

While I was going to school?

Paul L'Italien:

The allegation that he'll pay you the 20%, although you're only entitled to 10%.

Sergeant Pelley:

Absolutely not. Ryder is about as straight shooter as you could get, he would never allow something like that to happen.

Paul L'Italien:

Okay. Now I just have some questions about comp time. And how does comp time work here?

Sergeant Pelley:

If you work, say overtime, you have the ability to, instead of being paid out at overtime, you can use comp time, which you could then take time off at a future date.

Paul L'Italien:

So essentially, if you had worked an eight hour shift to coverage or a shift or whatever, you would be entitled to 12 hours of comp time?

Sergeant Pelley:

Correct.

Paul L'Italien:

Okay. And what might be other examples of time that you're entitled to here?

Sergeant Pelley:

Going to court, held over late for an arrest. Anything outside of your scheduled 40 hours a week.

Paul L'Italien:

And I do have a printout that I got from Interim Chief DeGe of your comp time. And I reviewed it all and as such things as scheduling details and sergeant meetings. But the only question that I have is on November 11th, I'm sorry, September 11th, 2022, you put in for fixed comp for plus nine hours. What was that?

Sergeant Pelley:

I do not know. Fixed comp. So the comp balance could have been off.

Paul L'Italien:

Okay.

Sergeant Pelley:

And I don't know that I put that in. I don't know that I put that in. Normally I wouldn't enter comp time for myself.

Paul L'Italien:

Okay.

Sergeant Pelley:

I think it's happened maybe twice or entered change to anything that I had to do with myself. It would normally be the lieutenant that was doing it at the time.

Paul L'Italien:

Okay. Now I spoke to him. At some point were you doing your own comp time and that was changed, you're approving your own comp time and that was changed.

Sergeant Pelley:

It was approving, yes. Approving it.

Paul L'Italien:

Okay. So the reason I highlighted that one in particular was because I didn't know if maybe were you entitled every month based upon some extra duties that you had?

Sergeant Pelley:

Oh, no.

Paul L'Italien:

To a fixed amount of comp time every month?

Sergeant Pelley:

No.

Paul L'Italien:

Okay. So you think that's just that there was an error and it was-

Sergeant Pelley:

Yeah, it was probably somebody must have fixed the time.

Paul L'Italien:

Okay. Now there's another allegation made that you were allowed to do DTS work offsite and accumulate comp time. And there's an email here from yourself to Andrea Veros, at the time the administrative assistant, on July 8th, 2020. And it says, "Can you please add eight hours overtime on my time sheet for DTS work this week?"

Sergeant Pelley:

Yes.

Paul L'Italien:

And then it says, "Thanks from the lake region."

Sergeant Pelley:

Yep.

Paul L'Italien:

So were you doing work offsite that-

Sergeant Pelley:

Yes.

Paul L'Italien:

Okay.

Sergeant Pelley:

Yes.

Paul L'Italien:

And who was that approved by?

Sergeant Pelley:

Well, the chief, when he had me doing the schedule, if I had to do whatever I had to do. So that's in July. That's when our new shift bid comes out. So I had to create the shift bid, put the shift bid out to the employees, take all the shift bid. And normally in July I'm up at Winnepesaukee, I'm gone for June and July. So I had to do all that remotely. And then after that I have to build the schedule into DTS and get it all set up. So that's what was.

Paul L'Italien:

Okay. Is your bidding only once a year?

Sergeant Pelley:

Twice a year.

Paul L'Italien:

Okay. And that was approved by the chief?

Sergeant Pelley:

Yes. Any overtime is approved by the chief.

Paul L'Italien:

As it occurs, or just is it kind of a carte blanche that you can put in for overtime?

Sergeant Pelley:

Oh no, he has to approve any overtime. He signs the payroll every week. So normally I would've put it right on a time sheet, but I wasn't here to put it on my time sheet. That's why I sent an email to Andrea.

Paul L'Italien:

Now, my understanding is that your time sheet's in long hand?

Sergeant Pelley:

Yes.

Paul L'Italien:

Okay. It's still like that.

Sergeant Pelley:

It is still like that.

Paul L'Italien:

Okay. So the next question I have for you is regarding the COVID Command Center. And again, allegations being made that officers assigned there were put in it for overtime that they hadn't worked, they weren't entitled to. Were you assigned to the command center on a regular basis?

Sergeant Pelley:

No.

Paul L'Italien:

You weren't? Okay. Did you ever stay in one of the hotel blocks that was there during that timeframe?

Sergeant Pelley:

No.

Paul L'Italien:

Okay.

Sergeant Pelley:

I stayed away from everybody.

Paul L'Italien:

Okay. One of the issues that was brought up that the department wide had to do with rental cars that were rented during COVID. I understand the whole social distancing and all that at the time was going on.

Sergeant Pelley:

Yeah, that's what it was.

Paul L'Italien:

Okay. The allegation is that the rented car was being used for a personal business. Were you aware of any of that going on during the COVID timeframe?

Sergeant Pelley:

No.

Paul L'Italien:

Okay.

Sergeant Pelley:

I saw the rental cars parked at the hotel. That was it.

Paul L'Italien:

Okay. Were you ever assigned to one of the rental cars?

Sergeant Pelley:

No.

Paul L'Italien:

Okay. There's an allegation that there was some on duty drinking of beer at the COVID Command Center. Was that ever brought to your attention?

Sergeant Pelley:

No.

Paul L'Italien:

There's some allegations that some officers that were assigned there were getting paid overtime that they didn't work, and that they went home on weekends and were getting paid for 16 hours on weekday. Was that ever brought to your attention?

Sergeant Pelley:

I don't know anything about any of that.

Paul L'Italien:

Okay.

Sergeant Pelley:

I knew I got my COVID overtime at the beginning, donning and doffing of uniforms, we each cut an hour of overtime at the beginning of your shift and an hour at the end of the shift.

Paul L'Italien:

Okay. Did that also includes some type of cruiser maintenance with spraying it down, stuff like that?

Sergeant Pelley:

Clean your cars and everything done. Yes.

Paul L'Italien:

So each member of the department was receiving one hour of overtime for COVID purposes during the-

Sergeant Pelley:

Two hours. An hour at the beginning of your shift. So from 2:00 to 3:00 and then from 3:00 to 4:00 at the end of your shift.

Paul L'Italien:

Okay. And that was department wide? Everybody in the department-

Sergeant Pelley:

Yes.

Paul L'Italien:

Received that?

Sergeant Pelley:

Yes.

Paul L'Italien:

Okay. I don't have anything further for now. I'm going to do, I am going to look at, I had reviewed the budget, and again, may be mistaken, but I was under the impression of reviewing the budget that the 42.09 an hour was your hourly wage.

Sergeant Pelley:

I don't know.

Paul L'Italien:

Okay.

Sergeant Pelley:

The payroll is so screwed up around here, I don't know.

Paul L'Italien:

But again, respectfully, if there was an \$8,000 a year difference, I think you should have been aware of that.

Sergeant Pelley:

I don't know.

Paul L'Italien:

Okay. Anything else to add before we go off the record? No? Okay. With that time is now 10:48 AM. I'll turn off the recorder. Thank you.

Town of Boxborough

29 Middle Rd
 Boxborough, MA 01719
 (978) 264-1715

Voucher Date
 08/14/2019

Voucher Number
 2200

Direct Deposit Advice

*** This is not a check***

Direct Deposit Voucher
 8987 10140 08/14/19 2200
Brett Pelley

Direct Deposit Amount

***** 5,549.41

Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview

EMP_8201(12/21/2016) © 2001-20

Brett Pelley

August 14, 2019

2200

Emp Id	10140	Loc	210	Period Begin	07/25/19	Net Pay	5,549.4
SSN	[REDACTED]	Hire Date	07/23/97	Period End	08/07/19	Dir Dep	5,549.4
		Status	A	Check Type	Regular		

Earnings Summary

Total Gross Pay	Hours	Rate	Current Amt	Ytd Amt
Regular	36.00		1,515.24	41,180.76
Overtime	8.00	63.14	505.12	12,713.37
Detail Pay	52.00	53.00	2,756.00	23,824.73
Detail Pay	16.00	79.50	1,272.00	
Holiday	16.00	42.09	673.44	2,096.08
Injured On Duty	0.00		0.00	318.00
Midnight Differential	0.00		0.00	62.40
Outside Detail	0.00		0.00	1,908.00
Personal	4.00	42.09	168.36	468.04
Dispatch PM Diff	0.00		0.00	50.40
Police PM Diff	0.00	0.90	18.00	455.40
Sick	0.00		0.00	1,198.72
Vacation	24.00	42.09	1,010.16	7,114.88
	156.00		7,918.32	91,390.78

Payment Summary for Voucher 2200

Total Gross Pay	7,918.32
Federal Taxes	-1,295.28
State and Local Taxes	-378.69
Other Deductions	-694.94
Net Pay	5,549.41
Direct Deposits	-5,549.41
Net Check	0.00

Additional Information

Taxes	Status	Taxable	Current Amt	Ytd Amt
Federal Income Tax	M-0	7,260.27	1,185.43	10,825.83
Medicare		7,575.72	109.85	1,241.47
Massachusetts SITW	M-0	7,575.72	378.69	4,265.70
			1,673.97	16,333.00

Time Off Balances

	Hours	Dollars
• Pers	20.00	
• SickT	5.34	
• VACPO	46.66	

* Balances for Plan Year ending 12/31/-4714

Other Deductions from Pay	Current Amt	Ytd Amt
County Retire	270.82	4,228.07
County Retire 2%	44.63	664.73

694.94 10,945.02

Direct Deposits

Bank	Account	Current Amt
[REDACTED]	[REDACTED]	[REDACTED]

Town of Boxborough

29 Middle Rd
 Boxborough, MA 01719
 (978) 264-1715

Voucher Date
 03/13/2019

Voucher Number
 1396

Direct Deposit Advice***** This is not a check*******Direct Deposit Amount********* 4,471.04**

Direct Deposit Voucher
 8987 10140 03/13/19 1396

Brett Pelley

Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview - Direct Deposit Preview

MPL 8201(12/21/2016) © 2001-2016 MPAY

Brett Pelley**March 13, 2019****1396**

Emp Id	10140	Loc	210	Period Begin	02/21/19	Net Pay	4,471.04
SSN		Hire Date	07/23/97	Period End	03/06/19	Dir Dep	4,471.04
		Status	A	Check Type	Regular		

Earnings Summary

Total Gross Pay	Hours	Rate	Current Amt	Ytd Amt
Regular	80.00	37.46	2,996.80	14,684.32
Overtime	12.00		674.28	1,854.27
Detail Pay	44.00		2,650.00	6,466.00
Holiday	0.00		0.00	749.20
Injured On Duty	0.00		0.00	318.00
Midnight Differential	8.00	1.30	10.40	20.80
Outside Detail	0.00		0.00	1,908.00
Personal	0.00		0.00	0.00
Dispatch PM Diff	0.00		0.00	50.40
Police PM Diff	40.00		36.00	129.60
Sick	0.00		0.00	299.68
Vacation	0.00		0.00	2,397.44
	184.00		6,367.48	28,877.71

Payment Summary for Voucher 1396

Total Gross Pay	6,367.48
Federal Taxes	-931.25
State and Local Taxes	-300.10
Other Deductions	-665.09
Net Pay	4,471.04
Direct Deposits	-4,471.04
Net Check	0.00

Taxes	Status	Taxable	Current Amt	Ytd Amt
Federal Income Tax	M-0	5,738.16	843.97	3,163.50
Medicare		6,019.41	87.28	388.88
Massachusetts SITW	M-0	6,019.41	300.10	1,336.01
			1,231.35	4,888.39

Other Deductions from Pay	Current Amt	Ytd Amt
County Retire	243.46	1,484.46
County Retire 2%	37.79	232.66

665.09 3,664.32

Direct Deposits

Bank	Account	Current Amt

Time Off Balances

	Hours	Dollars
Pers	16.00	
SickT	556.03	
VACPO	33.34	

* Balances for Plan Year ending 12/31/4714

FY2020 Budget 210- Salary FY2020

Name	Rate/Hour	# Hours	# of Shifts Paid	# of Shifts Worked	Total
RYDER	64.66	\$ 135,533.00			
O'BRIEN	15-Max	\$ 40.87	0%	\$	\$ 135,533.00
PELLEY	S-3	\$ 35.07	20%	\$ 7.02	\$ 85,665.95
BOWOLICK	S-3	\$ 35.07	20%	\$ 7.02	\$ 85,666.00
BIELECKI	S-2	\$ 35.15	10%	\$ 3.52	\$ 257,493.60
			Average:	\$	\$ 2,457.00
LANDGREN	6	\$ 30.50	25%	\$ 7.63	\$ 259,951.00
GATH	6	\$ 30.50	\$6,900+	\$ 3.29	\$ 532,363.04
FAGUNDES	6	\$ 30.50	\$0	\$	\$ 12,848.00
ARAKELIAN	3	\$ 27.93	\$5,900+	\$ 2.81	\$ 6,476.75
STORELLI	3	\$ 27.93	\$5,900+	\$ 2.81	\$ 551,688.00
MCELMAN	2	\$ 27.22	\$5,900+	\$ 2.81	\$ 56,548.00
LOWNEY	2	\$ 27.22	\$5,900+	\$ 2.81	\$
GAUMOND	2	\$ 27.22	\$5,900+	\$ 2.81	\$
VEROS	11-MAX+	\$ 26.98	\$	\$	\$
SPECIAL OFFICER		\$ 18.87	\$	\$	\$
LOCK UP ATTENDANT		\$ 16.44	\$	\$	\$
TOWN DETAIL (avg rate)		\$ 51.39	\$	\$	\$
<p>Officers with % rate are grandfathered as "Quinn" eligible under C.A. 41 S.108L. Officers with a set rate fall under the new CBA.</p>					
<p>LEVEL STAFFING</p>					
POLICE CHIEF					\$ 135,533.00
LIEUTENANT					\$ 85,665.95
SERGEANT'S WAGES					\$ 85,666.00
SGT'S HOLIDAY WORKED					\$ 257,493.60
PROMOTION					\$ 2,457.00
TOTAL SERGEANT'S PAY					\$ 259,951.00
FULL TIME OFFICERS SALARY					\$ 532,363.04
SHIFT DIFFERENTIAL					\$ 12,848.00
FT OFF. HOLIDAY WORKED					\$ 6,476.75
TOTAL FULL TIME OFF. PAY					\$ 551,688.00
DEPARTMENT ASSISTANT					\$ 56,548.00
SPECIAL OFFICER COVERAGE					\$
SPECIAL OFFICER TRAINING					\$
COURT APPEARANCES					\$
TOTAL SPECIAL OFFICERS					\$
LOCKUP ATTENDANTS					\$ 4,077.00
OVERTIME					\$
EARNED TIME COVERAGE					\$ 16,895.63
TRAINING COVERAGE					\$ 16,343.55
COURT/INVESTIGATIONS					\$ 28,435.59
LIEUTENANT OT					\$ 1,307.88
STAFF MEETINGS					\$ 29,996.09
OIC					\$ 6,562.50
TOTAL OFFICER OT					\$ 99,542.00
TOWN DETAILS					\$ 14,800.00
STIPEND					\$ 2,500.00
INJURY COVERAGE					\$
TOTAL DEPARTMENT SALARY & WAGES					\$

FY2020 Budget 210- Salary FY2020

July 1, 2019 -
June 30, 2020

Name	Rate/Hour	# Hours	# of Shifts Paid	# of Shifts Worked	Total
POLICE CHIEF RYDER	\$ -	2,096	262	260	\$ 135,533.00
LIEUTENANT OBRIEN	\$ 40.87	2,096	262	261	\$ 85,665.95
TOTAL LIEUTENANT SALARY					\$ 85,666.00
SERGEANTS PELLEY	\$ 42.09	2,096	262	245	\$ 88,220.64
BOWOLICK	\$ 42.09	2,096	262	245	\$ 88,220.64
BIELECKI	\$ 38.67	2,096	262	245	\$ 81,052.32
TOTAL SERGEANT'S SALARY				735	\$ 257,493.60
HOLIDAYS WORKED	\$ 40.95	60	15		\$ 2,457.00
TOTAL SERGEANT'S SALARY					\$ 259,951.00
FULL-TIME OFFICERS LANDGREN	\$ 38.13	2,096	260	245	\$ 79,920.48
GATH	\$ 33.79	2,096	260	245	\$ 70,823.84
FAGUNDES	\$ 30.50	2,096	260	245	\$ 63,928.00
ARAKELIAN	\$ 30.74	2,096	260	245	\$ 64,431.04
STORELLI	\$ 30.74	2,096	260	245	\$ 64,431.04
MCELMAN	\$ 30.03	2,096	260	245	\$ 62,942.88
LOWNEY	\$ 30.03	2,096	260	245	\$ 62,942.88
GAUMOND	\$ 30.03	2,096	260	245	\$ 62,942.88
SHIFT DIFFERENTIAL:			2,080	1,960	\$ 532,363.04
Officers working 3PM - 11PM receive a stipend of \$0.90/hour	\$ 0.90	5,840	730		\$ 5,256.00
Officers working 11PM - 7AM receive a stipend of \$1.30/hour	\$ 1.30	5,840	730		\$ 7,592.00
HOLIDAYS WORKED	\$ 31.75	204			\$ 12,848.00
TOTAL OFFICER'S SALARY					\$ 12,848.00
DEPARTMENT ASSISTANT VEROS	\$ 26.98	2,096			\$ 56,548.00

This rate reflects an average wage of possible employees that might actually work the holiday.

FY2021 Budget 210-Salary Worksheet

Name	Rate/Hour	# Hours	# of Shifts Paid	# of Shifts Worked	Total
RYDIER	72.70	\$ 151,797.00			
O'BRIEN	16-5	\$ 42.98	0%	\$ -	\$ -
PELLEY	S-3	\$ 36.09	20%	\$ 7.22	\$ 43.31
BOWOLICK	S-3	\$ 36.09	25%	\$ 9.03	\$ 45.12
BIELECKI	S-3	\$ 36.09	10%	\$ 3.61	\$ 39.70
			Average	\$ 42.71	\$ 64.07
LANDOREN	6	\$ 31.11	25%	\$ 7.78	\$ 38.89
GATH	6	\$ 31.11	\$6,900	\$ 3.30	\$ 34.41
PATRIARCA	6	\$ 31.11	25%	\$ 7.78	\$ 38.89
ARAKELIAN	4	\$ 29.24	\$5,900	\$ 2.82	\$ 32.06
SCHEFFER	4	\$ 29.24	20%	\$ 5.85	\$ 35.09
MICHAELIAN	3	\$ 28.49	\$5,900	\$ 2.82	\$ 31.31
LOWNEY	3	\$ 28.49	\$5,900	\$ 2.82	\$ 31.31
BRIESSI	2	\$ 27.76	\$6,900	\$ 3.30	\$ 31.06
			Average	\$ 34.13	\$ 51.19
VERON	12-7	\$ 28.08		\$ -	\$ 28.08
SPECIAL OFFICER		\$ 19.36			
LOCK UP ATTENDANT		\$ 16.86			
TOWN DETAIL (avg rate)		\$ 54.70			
<p>Officers with % rate are grandfathered as "Quinn" eligible under Ch. 41 §1C81. Officers with a set rate fall under the new CBA.</p>					
LEVEL STAFFING					
POLICE CHIEF		\$ 151,797.00			\$ 151,797.00
LIEUTENANT		\$ 89,749.00			\$ 89,749.00
SERGEANT'S WAGES		\$ 267,535.44			\$ 267,535.44
SGT'S HOLIDAY WORKED		\$ 2,562.60			\$ 2,562.60
PROMOTION		\$ 270,099.00			\$ 270,099.00
TOTAL SERGEANT'S PAY		\$ 570,065.76			\$ 570,065.76
FULL TIME OFFICERS SALARY		\$ 12,848.00			\$ 12,848.00
SHIFT DIFFERENTIAL		\$ 6,962.01			\$ 6,962.01
ET OFF HOLIDAY WORKED		\$ 589,876.00			\$ 589,876.00
TOTAL FULL TIME OFF PAY		\$ 58,632.00			\$ 58,632.00
DEPARTMENT ASSISTANT		\$ -			\$ -
SPECIAL OFFICER COVERAGE		\$ -			\$ -
SPECIAL OFFICER TRAINING		\$ -			\$ -
COURT APPEARANCES		\$ -			\$ -
TOTAL SPECIAL OFFICERS		\$ 4,182.00			\$ 4,182.00
LOCK UP ATTENDANTS		\$ 57,154.95			\$ 57,154.95
OVERTIME		\$ 34,721.61			\$ 34,721.61
EARNED TIME COVERAGE		\$ 30,314.94			\$ 30,314.94
TRAINING COVERAGE		\$ 1,375.46			\$ 1,375.46
COURT INVESTIGATIONS		\$ 31,966.85			\$ 31,966.85
LIEUTENANT OF		\$ 6,562.50			\$ 6,562.50
START MEETINGS		\$ 162,097.00			\$ 162,097.00
OIC		\$ 15,755.00			\$ 15,755.00
TOTAL OFFICER OF		\$ 2,500.00			\$ 2,500.00
TOWN DETAILS		\$ -			\$ -
STIPEND		\$ -			\$ -
INJURY COVERAGE		\$ -			\$ -
TOTAL DEPARTMENT SALARY & WAGES		\$ 1,344,687.00			\$ 1,344,687.00

BOXBOROUGH POLICE DEPARTMENT LEAVE TRANSACTION REPORT

EMPLOYEE	BANK	TRANSACTION	TRANSACTION DATE	HOURS	BALANCE
PELLEY, BRETT	COMP	credit	9/29/2022 4:07:41 PM	+6.00	8.00
<i>9/28/2022 Four hour sergeant meeting = 6 hours comp time</i>					
PELLEY, BRETT	COMP	credit	9/22/2022 1:54:41 PM	+3.00	10.00
<i>Sergeant Meeting 1PM-3PM 09-19-2022</i>					
PELLEY, BRETT	COMP	credit	9/19/2022 7:07:55 AM	+6.00	15.00
<i>DTS Detail Scheduling</i>					
PELLEY, BRETT	COMP	credit	9/11/2022 7:36:40 PM	+9.00	9.00
<i>Fixed comp</i>					
PELLEY, BRETT	COMP	credit	4/26/2022 3:34:04 PM	+8.00	11.00
<i>LEAVE REVOKED REVOKED BY: PELLEY, BRETT REVOKED ON: 4/26/2022 3:34:04 PM ASSIGNMENT: 89793 5/30/2022 7:00:00 AM - 5/30/2022 3:00:00 PM</i>					
PELLEY, BRETT	COMP	credit	4/21/2022 9:14:11 AM	+6.00	11.00
<i>DTS admin work</i>					
PELLEY, BRETT	COMP	credit	4/13/2022 10:33:18 AM	+4.00	5.00
<i>DTS scheduling duties</i>					
PELLEY, BRETT	COMP	credit	2/2/2022 11:24:56 AM	+2.00	17.00
<i>DTS scheduling 1/24/2022 - 2 hours</i>					
PELLEY, BRETT	COMP	credit	1/5/2022 1:46:07 PM	+12.00	15.00
<i>Shift Coverage, 1/1/2022, 0700-1500</i>					
PELLEY, BRETT	COMP	credit	10/14/2021 3:31:19 PM	+16.00	23.00
<i>Shift Coverage, 10/9/21, 0700-1500 and DTS accrued 4 hours, 1500-1900, 10/7/21</i>					
PELLEY, BRETT	COMP	credit	8/31/2021 6:20:14 PM	+12.00	18.00
<i>8/30, 21, 0900-1700 - 1st day of school, DTS scheduling</i>					
PELLEY, BRETT	COMP	credit	8/19/2021 9:51:24 AM	+12.00	14.00
<i>Shift coverage, 0700-1500, 8/15/21</i>					
PELLEY, BRETT	COMP	credit	8/2/2021 9:13:46 AM	+4.00	12.00
<i>CEMLEC CALL OUT 7/22/21</i>					
PELLEY, BRETT	COMP	credit	8/2/2021 9:13:09 AM	+8.00	8.00
<i>6HRS WORK 7/26& 7/27 CRUISER MAINT AND VEHICLE ENFORCEMENT</i>					
PELLEY, BRETT	COMP	credit	4/1/2021 10:12:18 AM	+4.00	4.00
<i>Annual Physical 3/31/21</i>					

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BOXBOROUGH POLICE DEPARTMENT LEAVE TRANSACTION REPORT

EMPLOYEE	BANK	TRANSACTION	TRANSACTION DATE	HOURS	BALANCE
PELLEY, BRETT	COMP	debit	10/13/2022 10:27:05 AM	-8.00	0.00
LEAVE START: 10/19/2022 3:00:00 PM LEAVE END: 10/19/2022 11:00:00 PM APPROVED BY: GATH, PHILIP APPROVED ON: 10/13/2022 10:27:05 AM					
PELLEY, BRETT	COMP	debit	9/26/2022 10:04:14 AM	-8.00	2.00
LEAVE START: 9/26/2022 3:00:00 PM LEAVE END: 9/26/2022 11:00:00 PM APPROVED BY: GATH, PHILIP APPROVED ON: 9/26/2022 10:04:14 AM					
PELLEY, BRETT	COMP	debit	9/19/2022 11:32:16 AM	-8.00	7.00
REQUESTED: 8 hours of COMP on 9/19/2022 11:15:32 AM LEAVE START: 9/25/2022 3:00:00 PM LEAVE END: 9/25/2022 11:00:00 PM APPROVED BY: BOWOLICK, NATHAN ON: 9/19/2022 11:32:16 AM					
PELLEY, BRETT	COMP	debit	6/30/2022 4:18:45 PM	-3.00	0.00
PAID OUT FY22					
PELLEY, BRETT	COMP	debit	4/26/2022 4:25:14 PM	-8.00	3.00
REQUESTED: 8 hours of COMP on 4/26/2022 3:36:36 PM LEAVE START: 4/30/2022 7:00:00 AM LEAVE END: 4/30/2022 3:00:00 PM APPROVED BY: OBRIEN, WARREN ON: 4/26/2022 4:25:14 PM					
PELLEY, BRETT	COMP	debit	4/25/2022 10:54:38 AM	-8.00	3.00
REQUESTED: 8 hours of COMP on 4/21/2022 7:23:15 PM LEAVE START: 5/30/2022 7:00:00 AM LEAVE END: 5/30/2022 3:00:00 PM APPROVED BY: OBRIEN, WARREN ON: 4/25/2022 10:54:38 AM					
PELLEY, BRETT	COMP	debit	2/4/2022 12:48:10 PM	-8.00	1.00
LEAVE START: 2/18/2022 7:00:00 AM LEAVE END: 2/18/2022 3:00:00 PM APPROVED BY: OBRIEN, WARREN APPROVED ON: 2/4/2022 12:48:10 PM					
PELLEY, BRETT	COMP	debit	2/4/2022 12:48:09 PM	-8.00	9.00
LEAVE START: 2/17/2022 7:00:00 AM LEAVE END: 2/17/2022 3:00:00 PM APPROVED BY: OBRIEN, WARREN APPROVED ON: 2/4/2022 12:48:09 PM					
PELLEY, BRETT	COMP	debit	12/26/2021 7:07:05 PM	-2.00	3.00
REQUESTED: 2 hours of COMP on 12/26/2021 5:58:36 PM LEAVE START: 12/26/2021 3:00:00 PM LEAVE END: 12/26/2021 5:00:00 PM APPROVED BY: OBRIEN, WARREN ON: 12/26/2021 7:07:05 PM					
PELLEY, BRETT	COMP	debit	11/4/2021 11:18:01 AM	-8.00	5.00
REQUESTED: COMP LEAVE START: 11/14/2021 3:00:00 PM LEAVE END: 11/14/2021 11:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 11/4/2021 11:18:01 AM					
PELLEY, BRETT	COMP	debit	11/1/2021 2:01:20 PM	-2.00	13.00
REQUESTED: COMP LEAVE START: 11/2/2021 3:00:00 PM LEAVE END: 11/2/2021 5:00:00 PM REASON: detail SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 11/1/2021 2:01:20 PM					
PELLEY, BRETT	COMP	debit	10/14/2021 8:16:45 PM	-8.00	15.00
REQUESTED: COMP LEAVE START: 10/24/2021 7:00:00 AM LEAVE END: 10/24/2021 3:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 10/14/2021 8:16:45 PM					
PELLEY, BRETT	COMP	debit	9/14/2021 7:39:57 AM	-8.00	7.00
REQUESTED: COMP LEAVE START: 9/21/2021 3:00:00 PM LEAVE END: 9/21/2021 11:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 9/14/2021 7:39:57 AM					
PELLEY, BRETT	COMP	debit	9/3/2021 11:42:05 AM	-3.00	15.00
REQUESTED: COMP LEAVE START: 9/12/2021 12:00:00 PM LEAVE END: 9/12/2021 3:00:00 PM REASON: Working Patriots game, Forbes will come in at noon SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 9/3/2021 11:42:05 AM					
PELLEY, BRETT	COMP	debit	8/23/2021 9:20:29 AM	-8.00	6.00
REQUESTED: COMP LEAVE START: 8/25/2021 7:00:00 AM LEAVE END: 8/25/2021 3:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 8/23/2021 9:20:29 AM					
PELLEY, BRETT	COMP	debit	8/9/2021 7:23:22 PM	-2.00	2.00
REQUESTED: COMP LEAVE START: 8/10/2021 9:00:00 PM LEAVE END: 8/10/2021 11:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY: OBRIEN, WARREN APPROVED ON: 8/9/2021 7:23:22 PM					
PELLEY, BRETT	COMP	debit	8/3/2021 8:08:23 PM	-8.00	4.00
REQUESTED: COMP LEAVE START: 8/4/2021 3:00:00 PM LEAVE END: 8/4/2021 11:00:00 PM REASON: 3 car night no OT needed SUPERVISOR					

RESPONSE: APPROVED BY: RYDER, WARREN APPROVED ON: 8/3/2021 8:08:23 PM

PELLEY, BRETT COMP debit 4/10/2021 11:36:42 AM -4.00 0.00
REQUESTED: COMP LEAVE START: 4/10/2021 7:00:00 PM LEAVE END: 4/10/2021 11:00:00 PM REASON: Comp SUPERVISOR RESPONSE: APPROVED
BY: PELLEY, BRETT APPROVED ON: 4/10/2021 11:36:42 AM

PELLEY, BRETT COMP debit 3/29/2021 8:44:30 AM -8.00 0.00
REQUESTED: COMP LEAVE START: 4/13/2021 7:00:00 AM LEAVE END: 4/13/2021 3:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY:
OBRIEN, WARREN APPROVED ON: 3/29/2021 8:44:30 AM

PELLEY, BRETT COMP debit 2/7/2021 7:09:53 PM -8.00 8.00
REQUESTED: COMP LEAVE START: 2/8/2021 3:00:00 PM LEAVE END: 2/8/2021 11:00:00 PM REASON: SUPERVISOR RESPONSE: APPROVED BY:
OBRIEN, WARREN APPROVED ON: 2/7/2021 7:09:53 PM

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Andrea Veros

From: Sergeant Brett Pelley <[REDACTED]>
Sent: Wednesday, July 8, 2020 9:47 AM
To: Andrea Veros
Subject: Add OT

Andrea,

Can you pls add 8 hrs OT on my time Sheet for DTS work this week.

Thanks from the Lakes Region!

Brett

Sergeant Brett Pelley
Boxborough Police Department
520 Massachusetts Ave.
Boxborough Ma, 01719
978-264-1740
Sent via iPhone

CEMLEC Accident Reconstruction Team

https://urldefense.proofpoint.com/v2/url?u=http-3A__WWW.cemlec.com&d=DwICAg&c=euGZstcaTDIlvimEN8b7jXrwqOf-v5A_Cdp gnVfiiMM&r=VltWCVWLDVWpqcLC3ddEaam0hHdDTtta6VT_TtkD94&m=OaCSfEeGv1wvBulDfAKhAqHpo51ev4pSt--blQDrYyQ&s=CEqskNY735P_Zym8fSHmJ47admhGBLV0Y0ihzhdPHuY&e=

OT DTS Brett
8 added hrs
while on
Vacation

